



## **Behavior Based Safety at BNFL Inc.**

Safety is one of BNFL Inc.'s core values and as such we are committed to protecting our workers and the public from harm. While a strong safety program and rigorous Corporate oversight contribute to safe operations, the basic responsibility rests with the teams actually performing the work. We utilize Behavior Based Safety (BBS) at our projects to facilitate our ultimate goal – performing work safely. In recognition of our improving ES&H performance, with BBS playing an integral part, BNFL Inc. received seven National Safety Council Awards in 2003.

Employees at field locations receive awareness training that explains the concept and theory of BBS. This training also explains the observation process. A percentage of each site's employees are trained to perform BBS observations. This training focuses on the technical aspects of making an observation and the "soft" skills such as effective communication and coaching. Our goal is to make the entire process as positive as possible while communicating important safety messages.

Observations perform two critical functions – identifying desirable behaviors in workers, correcting undesirable ones, and providing data for further analysis. Data from observations are collected, compiled, and analyzed for trends. These trends may indicate areas that consistently have a very high percentage of desirable behaviors and may not require as much scrutiny in the future. Conversely, the trends may reveal behaviors that require additional emphasis and/or training to improve safety performance. An effective BBS program must be evolutionary in nature, changing as project needs change. We have developed an adaptable, multi-layered approach that allows projects to shape and augment their BBS program as their needs change. Our intent is to provide a framework and proven techniques to our projects and allow them to develop their own program.

The effectiveness of this approach is clearly demonstrated at our ETTP Project in Oak Ridge, TN. A BBS Steering committee was formed with craft personnel and supported by ES&H staff. After initial training, this committee developed and implemented the program. By allowing the workforce to design "their" program, significant program ownership was achieved. After one year of implementation, safety performance continues to improve and in 2003 ETTP received 4 NSC Awards in recognition of outstanding achievements in ES&H performance. This passion for BBS is promoting the development of a very tangible safety culture throughout our workforce. At our Advanced Mixed Waste Treatment Project in Idaho, we have also been recognized by the National Safety Council for our ES&H performance during the hazardous activities of construction and commissioning with an additional 3 awards.

Our BBS program was developed based on programs used by our parent organization BNFL plc in the United Kingdom. Using their years of observations, statistical analysis, and lessons learned, we have brought our program to its current state fairly quickly. Routine communication and interface between BBS coordinators helps to rapidly communicate issues, successes, and opportunities for improvement.

The accompanying charts provide a summary of BNFL Inc. safety performance and the results of BBS implementation.